



# Indiana Department of Education

SUPPORTING STUDENT SUCCESS

## MEMORANDUM

**TO:** Superintendents, Principals

**FROM:** Dale Chu, Assistant Superintendent for Policy

**DATE:** February 3, 2011

**SUBJECT:** DRAFT Model Evaluation Rubrics

As you may know, the Senate Education Committee will soon be hearing legislation that would require local school corporations to develop and put to use annual evaluations based on multiple measures, including some type of student performance or growth data. In anticipation of the discussion, the Indiana Department of Education (IDOE) is offering Indiana's teachers and school leaders an opportunity to review drafts of model teacher and principal evaluation rubrics. The state plans to offer these rubrics to local school corporations next year.

The draft evaluation rubrics resemble spreadsheets and align performance categories — *Highly Effective*, *Effective*, *Improvement Necessary*, and *Ineffective* — with detailed descriptions of observable behaviors and indicators that inform best practices.

I hope you will take time to review the Principal Effectiveness Rubric draft at [http://www.doe.in.gov/puttingstudentsfirst/docs/2011-01-28\\_principal\\_effectiveness\\_rubric\\_draft.pdf](http://www.doe.in.gov/puttingstudentsfirst/docs/2011-01-28_principal_effectiveness_rubric_draft.pdf) and the Teacher Effectiveness Rubric draft at [http://www.doe.in.gov/puttingstudentsfirst/docs/2011-01-28\\_teacher\\_effectiveness\\_rubric\\_draft.pdf](http://www.doe.in.gov/puttingstudentsfirst/docs/2011-01-28_teacher_effectiveness_rubric_draft.pdf).

These draft rubrics will also be distributed to statewide media along with a press release from IDOE with additional details on how the rubrics were developed.

If you have any questions regarding the rubrics, please email IDOE at [superintendent@doe.in.gov](mailto:superintendent@doe.in.gov).